

ANNUAL PERFORMANCE PLAN

FOR

Lake Clark National Park and Preserve

FISCAL YEAR 200

OCTOBER 1, 2003 – SEPTEMBER 30, 2004

**Fiscal Year 2004
Annual Performance Plan
for
Lake Clark National Park and Preserve**

Approved: _____ Date: _____
Superintendent

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INTRODUCTION

Government Performance and Results Act of 1993 (GPRA)

This Annual Performance Plan was written in part to fulfill the requirements of the Government Performance and Results Act (GPRA). Congress passed this law in 1993 to bring the federal government into the “performance management revolution.” Performance management is a goal-driven management concept and practice already widely adopted by the private sector, state and local governments, and many others. GPRA requires federal agencies to develop 1) a Strategic Plan, 2) Annual Performance Plans, and 3) Annual Performance Reports in order to more effectively and efficiently manage their activities to achieve their missions, and to more effectively communicate with the Congress and the American people. Please see the park’s Strategic Plan for more information about GPRA and performance management. Copies of this Strategic Plan are available at park headquarters: 4230 University Drive, Suite 311, Anchorage, Alaska 99508.

It should be noted, however, that the following Annual Performance Plan is much more than just a response to legislative mandate. The law was a catalyst that caused the park staff to reexamine its daily activities and its routine products and services, as well as funding and staffing expended to accomplish them. It motivated and energized us to make sure these things were well aligned with the mission of the National Park Service and Lake Clark National Park and Preserve and the long-term goals established to achieve those missions. The results, we believe, will be better planning, better management, and better communication with all of our constituencies and stakeholders, as well as amongst ourselves, about where we are, where we need to be, and how we are going to get there in the most effective and efficient ways.

About This Plan

An Annual Performance Plan is written each fiscal year as a one-year increment of the Lake Clark National Park and Preserve Strategic Plan.

The five-year Strategic Plan was first submitted on September 30, 1997, for fiscal years 1998-2002. It was revised in March, 2000, for fiscal years 2001-2005. It complements and dovetails with the National Park Service (NPS) Strategic Plan and displays how Lake Clark National Park and Preserve addresses service-wide mission and goals as well as the specific mission and long-term goals of this park. The Strategic Plan contains a mission statement, mission goals, and long-term goals – generally five years in length – as well as information on how the long-term goals will be accomplished.

This Annual Performance Plan then lays out - as annual goals - this year’s increments toward achieving the long-term goals of the Strategic Plan, and thus the mission goals and mission of the park and the NPS. Each goal is listed in context of its parent mission and long-term goal. Like the parent goals, each annual goal is results- or outcome-oriented. Each is objective, quantified and measurable with performance measures built right into each goal statement itself. With each goal is a brief narrative giving some background explanation, an overview of how the goal will be accomplished, and an indication of how accomplishment will be measured.

Detailed annual work plans for achieving those goals are included as Appendix A. These work plans display the specific activities, services, and products that will be carried out or produced to accomplish goal results. They also display the total funding and staffing (FTE) required to accomplish each goal. The sum total of dollars and FTE listed in the annual work plans equals the total budget and staffing for the park. Appendix A shows the budget arrayed to goals as well as the more traditional allocations by function or organization. Annual work plans guide the park’s daily activities throughout the year and ensure alignment of its fiscal and human resources and its work (inputs and outputs) with achievement of desired conditions for natural and cultural resources and visitor experiences (outcomes).

I. ANNUAL GOALS

Annual goals are the current year's increments toward achieving the park's long-term goals. Long-term goals, in turn, are five-year increments toward achieving mission goals. Mission goals are statements of ideal conditions pursued "in perpetuity" to achieve the mission of Lake Clark National Park and Preserve (LACL). The annual goals below, therefore, are listed in the context of their long-term and mission goals. Please see the park's Strategic Plan for details and background on mission, mission goals, and long-term goals.

Mission Statement

The mission of Lake Clark National Park and Preserve is to preserve and protect the park's natural and cultural resources while providing for traditional use, inspiration, recreation, subsistence, and scientific study for the enjoyment and benefit of current and future generations.

Goals

Following are the park's annual goals for fiscal year 2004. The numbering sequence follows that of the NPS service-wide plan. Where numbers are left out, there was no local goal matching the NPS goal. Goal categories and mission goals are in regular type. *Long-term goals are italicized.* **Annual goals are in bold type.**

Goal Category I: Preserve Park Resources

Ia Natural and cultural resources and associated values at Lake Clark National Park and Preserve are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Ia0 — Consumptive Uses: By September 30, 2005, all subsistence resource consumptive activities occurring in Lake Clark National Park and Preserve shall be in compliance with appropriate laws, regulations, policies and management plans.

Ia0 – LACL Consumptive Uses: By September 30, 2004, 8 of 8 subsistence resource consumptive activities occurring in Lake Clark National Park and Preserve shall be in compliance with appropriate laws, regulations, policies and management plans.

In order to protect and maintain LACL natural resources in good condition and manage them within their broader ecosystem and cultural contexts, subsistence consumptive activities such as fishing, hunting and trapping, plant gathering, berry picking, woodcutting and harvesting house logs must be carefully monitored and regulated.

During FY2004, all members of the public wanting to engage in a subsistence consumptive use will obtain all necessary Park or Federal permits, if required. Individuals applying for subsistence permits will be screened for permit eligibility before a permit is issued. LACL staff will oversee the number of permits issued for subsistence consumptive activities and consult with park biologists to monitor anthropogenic impacts on fish, wildlife and plant resources to ensure that they are maintained at natural and healthy population levels in the park and at healthy population levels in the preserve. Proposals for regulatory changes to the Federal Subsistence Program and the State of Alaska Boards of Fish and Game will be reviewed and analyzed for potential impacts to LACL fish and wildlife resources, inconsistencies with Federal laws and NPS regulations, policies and management plans, and incompatibilities with the NPS mission and LACL purposes and goals.

Ia2X – LACL Native Species of Special Concern: By September 30, 2005, 4 (7.5%) of 54 species of special concern within Lake Clark National Park and Preserve are at scientifically acceptable levels.

Ia2X – LACL Native Species of Special Concern: By September 30, 2004, 3 (5.5%) of 54 species of special concern within Lake Clark National Park and Preserve are at scientifically acceptable levels.

Meeting the NPS stewardship charge of maintaining a natural and healthy population of wildlife within the park will require data on distributions and densities of these animals and assessment of population parameters such as sex-age composition and rates of change. Systematic and replicable large-area aerial surveys will be developed and implemented for at least two keystone species. In addition, LACL is authorized for subsistence use. Primary subsistence species include salmon, caribou, moose, brown bear and Dall sheep. To ensure these species are maintained at natural and healthy population levels in the park and healthy population levels in the preserve, survey protocols will be developed and followed as park resources allow. Other species of special concern include wildlife harvested for sport and subsistence purposes, species sensitive to environmental contamination or degradation, and vascular plants listed as rare or threatened by the Alaska Natural Heritage Program.

During FY2004: Additional moose sightability trials will be conducted and the 2001-2003 data analyzed to improve moose survey techniques; moose population surveys will be carried out in portions of LACL; one bald eagle nest-occupancy survey and one productivity survey will be conducted; a final report will be produced describing salmon spawning habitat in Lake Clark and its tributaries; and field data will be compiled from 3 years of a coastal brown bear study. New projects will be initiated to better understand moose, bear and Dall sheep population demographics in areas where all three species are harvested. Of particular concern is the apparently low productivity of the moose population, the causes of which will be determined through a cooperative research project with USGS-BRD and the University of Alaska. Year one of this project will focus on habitat quality and health of yearling moose. Bear census data collected on the LACL coast during 2003 in cooperation with ADF&G and Katmai National Park and Preserve will be analyzed during 2004. LACL resource staff will assist with a bear census to be conducted in KATM in 2004. Data will be analyzed from a project to determine sex/age classes of sheep and seasonal use of the Twin Lakes Mineral Lick. A final report will be produced. Sheep surveys will be conducted for the second year to determine sheep population dynamics in a heavily hunted area near Port Alsworth. LACL will continue to support USGS-BRD and partnership projects to estimate sockeye salmon escapement into the Lake Clark watershed.

Ia4 – LACL Water Quality: By September 30, 2005, Lake Clark has unimpaired water quality.

Ia4 – LACL: By September 30, 2004, Lake Clark has unimpaired water quality.

LACL is located in a hydrologically complex environment in south-central Alaska where there are many glaciers and 2 active volcanoes. The park contains diverse fresh water resources including three Wild and Scenic Rivers, 14 lakes larger than 1000 acres, an additional 860 waterbodies ranging from 2.5 to 1000 acres, and extensive wetlands. Lake Clark, the sixth largest freshwater lake in Alaska, is not currently included in the Alaska Department of Environmental Conservation draft Alaska's Clean Waters Action "Priority Waters for Action" list. But with about 70% of its shoreline in private ownership, the potential exists for water quality degradation due to fuel spills, improper sewage and garbage disposal, and other contaminants associated with residential development. Water quality and quantity data have been collected since 1999 in various locations throughout the Lake Clark watershed.

In 2000 and 2001, the park has monitored groundwater at a former Underground Storage Tank area at "The Point" administrative use site, located 100 feet from Lake Clark. The site was contaminated with No.1 diesel fuel. The test well monitoring program is a follow-up to injection of oxygen

releasing compounds and nutrients to encourage degradation of the contamination. There is no evidence contamination has affected surface waters. During FY2004, Lake Clark, through a contractor, will continue sampling groundwater monitoring wells at "The Point."

*Ia5 – LACL Historic Structures: By September 30, 2005, 3 (75%) of 4 of Lake Clark National Park and Preserve historic structures listed on the **current** National Park Service List of Classified Structures (LCS) are in good condition.*

Ia5 – LACL: By September 1, 2004, 3 (75%) of 4 of Lake Clark National Park and Preserve historic structures listed on the *current* National Park Service List of Classified Structures (LCS) are in good condition.

The List of Classified Structures (LCS) is the primary computerized database containing condition information on the more than 24,000 park historic and prehistoric structures nationwide. Structures on the LCS are on, or eligible for, the National Register of Historic Places, or are otherwise treated as cultural resources. "Good condition" means that the structure and significant features need only routine repairs or cyclic maintenance. Park historic structures listed on the current LCS are the Proenneke cabin, Proenneke cache, Proenneke woodshed/outhouse and the Igitna River/Kenibuna Lake cabin. The LCS lists the Proenneke cabin and woodshed/outhouse in good condition and the cache is now in fair condition. The Igitna River/Kenibuna Lake cabin was found to be in poor condition in 1994 and is not a good candidate for rehabilitation. It was visited in 2001 and 2002 and treatment recommendations were made by an AKSO historical architect. A determination of eligibility for listing in the National Register of Historic Places is being completed this fiscal year.

Rehabilitation of structures in the Proenneke Cabin Complex work completed in FY2003 included the meticulous repair and stabilization of the cache and routine and preventative maintenance on structures currently in good condition.

We will implement priority recommendations in the Condition Assessment Report completed last year for roof stabilization and brush removal at the Igitna River cabin. Brush will be removed at the Snipe Lake Cabin, which was determined eligible for listing on the National Register of Historic Places. Modern trash will be removed from the Kasna Creek historic mining site, which was also determined eligible for National Register listing in 2003.

Through the efforts of the Lake Clark/Katmai (LAKA) National Historic Preservation Act Compliance program, the condition of historic structures and resources will not be adversely affected by NPS undertakings or actions.

Ia6 – LACL Museum Collections: By September 30, 2005, 70% of applicable preservation and protection standards for Lake Clark's museum collections are met.

Ia6 – LACL Museum Collections: By September 30, 2004, 70% of applicable preservation and protection standards for Lake Clark's museum collections are met (87 out of 124).

Museum collections include artifacts, metal objects, photographs, maps, natural history collections and fossils. Rather than maintain individual condition assessments on the items, the NPS assesses conditions of facilities that house museum collections. Park environmental, security, and fire protection conditions necessary to preserve and protect museum objects are identified annually on the NPS "Checklist for Preservation and Protection of Museum Collections." The Lake Clark checklist reports for collections in the new Lake Clark/Katmai Studies Center facility and for the herbarium collections still housed in the Port Alsworth resources building, combined.

A revised and updated Scope of Collections Statement (SOCS) for the park group is an immediate need, but has not been funded. It has been approved for funding in 2006 by the Cultural Resources Advisory Council. The SOCS will define the purpose of the museum collections for these parks;

specify subject matter, geographical location and time periods to which the collections must relate; and will consider the uses to which the collections will be put.

In 2004, an archivist will conduct a detailed inventory of the administrative files and records in the Anchorage park headquarters and in the Port Alsworth offices. Material to be archived will be accessioned and detailed finding aids will be developed and placed on the LAKA share drive so that all staff have access to them. The LACL archives will be rehoused in archival folders and cataloged in ANCS+.

The Housekeeping plan was implemented and the Integrated Pest Management plan was revised in 2003 for the LAKA facility. In 2004, collection accessions and loans will be processed and arrangements will be made to move the remaining herbarium collections from Port Alsworth to the Anchorage LAKA facility. This will eliminate the requirement to report to the Port Alsworth resources building as a curatorial facility and will improve conservation of the collection.

Written collections access procedures will be implemented for the LAKA facility and it will be included in the building's Emergency Operation Plan. The Superintendent's media files were established in 2003 and will be maintained.

We are planning to arrange for transfer of the small collection of LACL material from the archeological survey conducted in 1974 by Harvey Shields and George Smith from the UAF Museum to the LAKA Curatorial Facility for study as part of the current LACL archeological survey project.

In 2004, we will receive cultural cyclic maintenance funding for the conservation of Proenneke's handmade objects. This will include objects still on site, such as his sled, furniture, items with hide, as well as items now in the LAKA curatorial facility. This project will also contribute to a remedy of the rodent infestation problem, which led to the loss of some of Proenneke's clothing last year.

The 2004 Collection Management Report, Automated Checklist, Automated Inventory Program, and Museum Catalog ANCS+ records will be submitted to Washington. Advice and support will be provided to the SWAN Inventory and Monitoring Program. Special efforts to engage park staff with the collections will include "Archives Alive," a mini bulletin emailed to all employees that shares interesting information from the archives and interpretive posters and/or brochures highlighting collection items.

Ia7- LACL Cultural Landscapes: By September 30, 2005, 0 of 0 Lake Clark cultural landscapes on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY1999 are in good condition.

Ia7- LACL Cultural Landscapes: By September 30, 2004, 0 of 0 Lake Clark cultural landscapes on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY1999 are in good condition.

The Cultural Landscapes Inventory is a national inventory of all park landscapes having historical significance. Cultural landscapes provide the physical environment associated with historical events; reveal aspects of our country's origins and development through their form, features, and use; and illustrate the relationships between park cultural and natural resources.

Several cultural landscapes have been identified in LACL for listing: the Proenneke Complex, Chinitna Bay, Tuxedni Bay, Kijik National Historic Landmark District, Telaquana Historic Trail, Kasma Creek mining district, and Tanalian Point, among others. Fieldwork for the CLI evaluation and documentation of the Proenneke cabin site was done in 1998 by the Alaska Support Office staff. In 2000, the fieldwork for the Telaquana Trail CLI was conducted by the AKSO cultural landscape architect. No report on the initial CLI evaluation of the Telaquana Trail has been received.

During FY2002 the AKSO historical landscape architects continued fieldwork for the Telaquana Trail and the Kijik National Historic Landmark Archeological District inventories, with park staff assistance. These were not completed due to the resignation of key AKSO staff working on these CLIs. No further work is planned for FY04. For any work initiated or in progress, AKSO CLI staff will be responsible for providing all reports to us and for seeing that all collections from their CLI projects receive LACL accession numbers and are cataloged.

We plan to work with Kijik Corporation and the people of Nondalton to organize an effort to remove trash, tarps and other debris left from Vernon Jones' use of the Russian Orthodox Church as a shed at historic Kijik. The Kijik National Landmark Archeological District is an important cultural landscape and the Church and cemetery are at the heart of it.

Ia8 – LACL Archeological Sites: By September 30, 2005, 15% of Lake Clark archeological sites with condition assessments listed on the FY 1999 National Park Service Archeological Sites Management Information System (ASMIS), are in good condition.

Ia8 - LACL Archeological Sites: By September 30, 2004, 14% of Lake Clark archeological sites with condition assessments listed on the FY 1999 National Park Service Archeological Sites Management Information System (ASMIS) are in good condition (10 of 74).

The Archeological Sites Management Information System (ASMIS) database was updated in 2003 and now contains 125 sites for LACL with 68 (54%) in good condition. As we are held to reporting to the 1999 certified data (74 sites for LACL, only one listed with a condition assessment), the goals will not be changed until the plan is revised in 2005.

In FY 2003, the park completed the third and final year of a three-year archeological and anthropological project to study and preserve two sites with rock paintings. The Clam Cove and Tuxedni Bay pictograph sites in LACL are the only two known rock painting sites located on NPS land in Alaska. These are fragile prehistoric red ochre paintings subject to water damage, lichen growth, rock fracturing, and human damage. The sites' condition assessments and preservation plans will be completed in 2004 and implementation of priority conservation measures will begin as soon as possible. We will develop interpretive and educational material based on the completion of the final report under cooperative agreement with the University of Oregon.

Condition assessments will be done for all sites documented by the Archeological Inventory of Interior Lakes archeological survey project initiated in FY 2002 and conducted in 2003. This survey project will continue through 2005.

Park staff will continue to monitor selected sites within or near the Kijik National Historic Landmark. Through the efforts of the LAKA National Historic Preservation Act Compliance program, the condition of known archeological resources will not be adversely affected by NPS undertakings or actions. Compliance efforts will continue to focus on the permitting process for commercial operators and on changing the method of human waste disposal in the park compendium from "digging cat holes" to surface deposition. Operators at Twin Lakes are known to dig large communal "cat holes" for clients staying up to 7 days in an established camp. A new hole is dug for the next group and this goes on throughout the season resulting in severe disturbance of the preferred camp areas. Another priority of the compliance program is to address the ongoing effects of the use of trespass cabins in LACL.

Ia09A - LACL Paleontological Resources: By September 30, 2005, 1 (10%) of an estimated 10 paleontological localities known as of FY2000 in Lake Clark are in good condition.

Ia09A – LACL Paleontological Resources: By September 30, 2004, 0 of an estimated 10 paleontological localities known as of FY2000 in Lake Clark are in good condition.

Lake Clark has significant paleontological resources yet to be formally inventoried by the park. A preliminary paleontological inventory was initiated in LACL/KATM/ANIA in 2000. Although work was carried out in KATM in 2001, there are no current plans to expand it to LACL. Should inventory activities take place at LACL by 2005, this goal will be revised according to the results.

Ib The National Park Service contributes to knowledge about natural and cultural resources and their associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

The NPS has fundamental information needs for making decisions about managing parks' natural and cultural resources. The NPS also contributes to scholarly and scientific research. Parks must routinely use scholarly and scientific research and must consult with park-associated communities. Park resource or documentary research based decision making is included here.

Ib01 - LACL Natural Resource Inventories: By September 30, 2005, 8 (33%) of 24 natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.

Ib01 – LACL Natural Resource Inventories: By September 30, 2004, 7 (29%) of 24 natural resource databases identified in a Resource Management Plan and General Management Plan are completed.

One of the National Park Service's primary missions is to conserve unimpaired the natural resources and values of the National Park system for the enjoyment of this and future generations. In 1998, Congress passed the National Parks Omnibus Management Act, which mandated a "program of inventory and monitoring of NPS resources to establish baseline information and to provide information on the long-term trends in the condition of National Park System resources." Currently, LACL is unable to attain this mission, owing to a lack of readily accessible scientific information about the nature and condition of the biological resources in these units, including information about what biological resources occur in the units.

The new congressional mandate and the general lack of credible information about park resources is being addressed as part of the Servicewide Inventory and Monitoring (I&M) Program of the NPS. In the Alaska Region, the I&M program has been subdivided into 4 clusters, including the Southwest Area Network (SWAN) of which LACL is a part. The inventory and monitoring aspects of this program are closely interlinked, and depend on the availability of solid, credible data available at both the park and national levels. This goal addresses the management of existing data at the park level that contributes directly to resource inventories and, eventually, monitoring for natural resource trends. The monitoring portion of this program is addressed under Goal Ib3.

Throughout the years, a backlog of natural resource data has accumulated in LACL's files. The usefulness of natural resource studies and inventories can be significantly increased when data are properly organized, verified and stored in digital format. The park's growing Geographic Information System provides a perfect mechanism for storing and displaying spatial data. This adds value to many hours of fieldwork completed years ago. LACL has a strong commitment to assuring that data are managed to meet modern standards using the best available technology. The first priority is to safeguard data sets identified in the park's planning documents.

During FY2004: Lake Clark plant collections will be transferred to the University of Alaska-Fairbanks Museum for processing and archival; Lake Clark vascular plant data from the FY2001 inventory will be completed/input into the ANCS+; and the small mammals inventory will be carried out.

Ib2A - LACL Archeological Baseline: By September 30, 2005, the number of Lake Clark archeological sites inventoried, evaluated and listed in the National Park Service Archeological Sites Management Information System (ASMIS) is increased by 30%.

Ib2A - LACL Archeological Baseline: By September 30, 2004, the number of Lake Clark archeological sites inventoried, evaluated and listed in the National Park Service Archeological Sites Management Information System (ASMIS) is increased by 82% (10 sites added).

The LAKA Cultural Resources team organized ASMIS training for the Alaska Region in Anchorage in 2003, with particular emphasis on working with park data and on developing an interface with the Alaska Heritage Resources Survey (AHRIS) database. Subsequently, the ASMIS database for LACL was updated in September, 2003. This increased the number of ASMIS entries to 125, a 69% increase over the 1999 certified data (74).

The park will conduct the third of a four-year archeological inventory of interior LACL lands. Data for sites revisited and newly discovered sites will be entered into ASMIS. In FY2002 an archeological survey was conducted along the shores of lower Twin and Turquoise Lakes and on the tundra to the west of both lakes. Three hundred sixty-seven acres were surveyed during the 2002 field season and this work resulted in the location of 19 previously unrecorded archeological sites and 29 isolated finds. In 2003, survey in the Telaquana Lake and Two Lakes areas resulted in the documentation 17 archeological sites and importantly, in the recovery of datable material for establishing a chronology for human history in the park. It is anticipated that in 2004, the survey will record at least 10 more sites, which will be entered into ASMIS at the end of the field season.

The park will continue to add to its inventory through compliance program activities.

System-wide Archeological Inventory Program (SAIP) reports and the Secretary's Report to Congress for Archeological activities will be submitted to Washington.

Ib2B – LACL Cultural Landscapes Baseline: By September 30, 2005, the number of Lake Clark cultural landscapes entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY1999 to 1.

Ib2B-LACL Cultural Landscapes Baseline: By September 30, 2004, the number of Lake Clark cultural landscapes entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II remains at 0.

The CLI will be an inventory of all park landscapes having historical significance. The Cultural Landscapes Automated Inventory Management Information System (CLAIMS) is an analytical tool for assessing information associated with the CLI. The CLI contains information on the location, historical development and current management of cultural landscapes. The CLI process includes four levels of analysis with each level corresponding to a specific degree of effort and detail contained in the inventory. For landscapes, Level II provides complete baseline information.

Fieldwork for the Telaquana Trail and Kijik NHL was conducted by AKSO historical landscape architects in 2002 with the assistance of park staff. The LAKA Cultural Resources program has requested that these projects be postponed until after 2005, due to time management needs and the AKSO CLI staffing shortfall.

For any work initiated or conducted, AKSO CLI staff will be responsible for providing reports to the park and for seeing that all collections from their CLI projects receive LACL accession numbers and are cataloged. The report for the Proenneke Complex CLI work done in 1998 has still not been received from AKSO.

Ib2C – LACL Historic Structures Information: By September 30, 2005, all 4 (100%) Lake Clark historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

Ib2C – LACL Historic Structures Information: By September 30, 2004, 100% Lake Clark historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

All structures on the current LCS were evaluated in 2001 and have been updated in LCS.

Eighteen historic cabins or sites were determined eligible for listing on the National Register in 2003. Twenty-nine were determined ineligible. Of those eligible, three are recommended for listing on the LCS: Snipe Lake Cabin, Spring Lakes Trapping Cabin, and the Red River Trapping Cabin. In 2004, park staff will make a decision about updating the LCS to include these three structures.

In 2003 the Bly House was determined eligible for listing on the National Register of Historic Places. The park historian will submit a nomination for the Bly House to the National Register in 2004. The determination of eligibility for the Proenneke Cabin complex will be completed and submitted for SHPO concurrence in 2004. The Kasna Creek Mining District was determined eligible for listing, and in 2004 a nomination will be submitted to the Keeper.

LACL cabin files and database were established in 2003 and are maintained at the LAKA Studies Center.

Ib2D – LACL Museum Collections: By September 30, 2005, the number of Lake Clark museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from the 1999 baseline by 100%.

Ib2D - LACL Museum Collections: By September 30, 2004, the number of Lake Clark museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from the 1999 baseline by 1000%

Cataloging museum collections provides information and documentation crucial to managing and decision making about thousands of museum objects in NPS ownership. There is an extensive backlog of collected objects that need to be cataloged. Another crucial need is to track park collections that are held by researchers from outside institutions, resulting from multidisciplinary research projects over the years. Acquisition of artifacts in these collections has been haphazard, with limited guidance from management documents or professional museum staff. Provenance for many objects has been recorded inadequately or not at all.

The 1999 baseline number of cataloged objects for LACL is 1390. In 2002, we cataloged a total of 5,201 objects (a 274% increase) and in 2003 we cataloged an additional 6,084 objects for a total of 11,285 objects cataloged for LACL, an increase of 712% over the baseline number.

In 2004, the LAKA archivist will inventory, survey, process and catalog backlog archival material from the LACL administrative headquarters in Anchorage (about 16 linear feet) and from the Port Alsworth offices (unknown quantity of records). Material exists in organic and non-organic collections from administration, maintenance, natural resources, interpretation, law enforcement, history, cultural landscapes and library shelf files. Detailed finding aids will be developed and put on the LAKA share drive so that all park staff can access them. All records to be archived will be cataloged in ANCS+; a conservative estimate being 5,000 records. This would increase the 1999 baseline number by a little over 1000%.

Twelve boxes of Richard Proenneke's correspondence, books and papers, which were inventoried and shipped to Anchorage for archival processing in 2000 will also be processed and archived in 2004. The tools and sensitive items removed from the Proenneke site and stored in the LAKA curatorial facility will be cataloged in 2004.

Ib2E – LACL Ethnographic Resources Baseline: By September 30, 2005, the number of Lake Clark ethnographic resources inventoried, evaluated at Level I, and entered on the Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 50.

Ib2E – LACL Ethnographic Resources Baseline: By September 30, 2004, the number of Lake Clark ethnographic resources inventoried, evaluated at Level I, and entered on the Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 40.

Knowledge about ethnographic resources and their traditionally associated groups is crucial to managing them well. Staff will inventory and evaluate these resources, helping the NPS establish a basis for resource accountability, assess their significance to groups traditionally associated with them, and make information on them accessible for research, interpretation, planning and decision-making.

LAKA Cultural Anthropologist, Dr. Karen Gaul, will receive ERI training from AKSO staff and will enter at least 40 Dena'ina place name records for LACL, in consultation with area Dena'ina residents. In addition, she will work with AKSO staff to organize and plan the 2004 Annual Alaska Region Cultural Resources Meeting, for the first time cosponsored with the Natural Resources Advisory Council.

The LACL Ethnographic Overview and Assessment was initiated in 2003, through a cooperative agreement with the Alaska Department of Fish and Game and a contract with Dr. James Kari. The second and final year of the project will be completed in 2004 under the direction of the LAKA Cultural Anthropologist. National Park Service policies require that traditionally associated people and cultural and natural features within a park that are of traditional significance to these people(s) be identified. Research findings will be used to inform park planning, cultural and natural resource management decision-making, and interpretation, as well as to help managers meet responsibilities to associated peoples. The project will emphasize the cultural history of Native residents of the area and the relationships among the different indigenous groups who have traditional associations with the park area. The main product will be an overview report which synthesizes ethnographic and historical literature and oral history interviews into a narrative understandable to park managers and the interested public, and which will provide interpretive materials for the park's use. The overview will also include an annotated bibliography, which critically evaluates significant sources of information about the culture and history of the Native people of west Cook Inlet.

The Cultural Resources Manager will continue to work on completing/publishing the manuscript about the cultural and natural history of the Kijik National Historic Landmark District.

Ib2F – LACL Historical Research Baseline: By September 30, 2005, historical research is current and completed to professional standards.

Ib2F - LACL Historical Research Baseline: By September 30, 2004, Lake Clark's historical research is current and completed to professional standards.

The Historic Resources Study and Administrative History are used as the primary indicators of the health of the NPS' historical research program. They are identified as essential historical Baseline Research Reports in the NPS Cultural Resource Management Guideline. The LACL HRS was completed in 1994. LACL does not have an Administrative History. The park and preserve was established by ANILCA in 1980, but studies of the Lake Clark area began in the late 1950s and a Lake Clark National Park was proposed for study in 1962. The administrative history will inform

current management and employees of past management history, problems, successes and will be a valuable reference for current and future park management. The Administrative History has been approved for CRPP funding in 2007 by the Cultural Resources Advisory Council.

During FY 2004, the park historian will continue to identify and acquire historic photographs and archival records relevant to park issues and operations. These photographs are used in public education activities in a wide variety of ways reaching a large and diverse audience. For example, a popular historic photograph documentary of Tanalian Point and Port Alsworth was designed and installed in the Lake Clark Air terminal in Port Alsworth in 2003.

A historic resources study entitled Early 20th Century Lifeways completed its third and final year in 2003 with a focus on the early cannery industry in the Katmai/Lake Clark region. A separate component of this study, a historic resources report entitled “Snug Harbor Cannery: A Beacon of the Forgotten Shore, 1919-1980,” was submitted in 2003 and awaits review, printing and distribution in 2004.

The LAKA Historian will complete a draft manuscript for the publication of Richard Proenneke journals from 1974-1984, a sequel to the popular One Man's Wilderness based on Mr. Proenneke's first years at Twin Lakes, published in 1973. Mr. Proenneke recently donated to NPS his daily journals numbering in the 100s and covering the years 1972-1994. These journals provide an eyewitness account of the years immediately preceding President Jimmy Carter's invoking of the Antiquities Act creating the new national parks in Alaska in 1978. In addition, Mr. Proenneke advised some of the earliest park planners in the Lake Clark area in 1974 and 1976. With the passage of ANILCA in 1980 he was a witness to the creation of a brand-new national park—LACL surrounding his Twin Lakes home.

Ib3 – LACL Vital Signs: By September 30, 2005, Lake Clark has identified its vital signs for natural resource monitoring.

Ib3 – LACL Vital Signs: By September 30, 2004, Lake Clark National Park and Preserve has identified draft vital signs for natural resource monitoring.

Identification of the park's vital signs for natural resource monitoring falls under the purview of the Service-wide Inventory and Monitoring Program. Protection of park resources depends on acquiring accurate information about the condition of natural resources, monitoring how that condition changes over time, and developing standards to evaluate changes in condition and the effectiveness of management actions. Protection and restoration of native plants and animals will require enhanced monitoring efforts, informed management, and collaboration with adjacent land managers and private landowners. One means to accomplish this objective is through vital signs monitoring. Vital signs are indicators of the key ecological structure and processes, which, collectively, characterize the condition of ecosystems. They may include keystone species and keystone habitats, which have profound effects on ecosystem organization and function; dominant species; or key processes such as nutrient cycling, path dynamics, or hydrologic regimes. Identifying vital signs of the park ecosystem and the well-being of other resources of special concern is the first step in tracking the status and trends of the natural resources within LACL. LACL vital signs will be identified through park and regional scoping workshops and through internal planning processes.

During FY2004, the park will continue to attend Technical Committee workshops and meetings; continue the process of compiling and summarizing existing data to facilitate the selection of vital signs; and assist with compiling required Phase II of the monitoring plan.

Goal Category II: Visitor Experience

IIa Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

IIa1 – LACL Visitor Satisfaction: By September 30, 2005, visitors to Lake Clark NP&P are satisfied with appropriate park facilities, services, and recreational opportunities.

IIa1 – LACL Visitor Satisfaction: By September 30, 2004, visitors to Lake Clark NP&P are satisfied with appropriate park facilities, services, and recreational opportunities.

Visitor facilities are located primarily at the Park Field Headquarters in Port Alsworth, Alaska. The headquarters site is split between two locations: (1) water and floatplane operations, along with some seasonal housing, are based on the NE side of Hardenburg Bay at “The Point”; and (2) the majority of park operations and the Visitor Center are located mid-field on the north side of runway 05 right. This administrative site was purchased in 1985 with most of the existing buildings already constructed.

During FY2004: interpretive walks or talks will be provided upon request; the LACL home-page will be updated; backcountry cabins will be staffed and patrols conducted; park trails and camp sites will be maintained; and water/sewage facilities will be maintained at field headquarters.

Facilities at the field headquarters site will continue to be maintained at present levels. These include docks, trails, buildings, and grounds. Services that will be provided and maintained are water, sewer, power, heat, and trash disposal. Park staff will also continue to maintain boats and vehicles.

During FY2004, interpretive materials will be printed and distributed to commercial operators for distribution to their clients (our visitors) prior to the visitor’s arrival in the park. Commercial operator permittees and concessioners will be monitored and evaluated for compliance with regulations and requirements for their permits and contracts.

IIa2 – LACL Visitor Safety: By September 30, 2005, the number of visitor accidents/incidents at Lake Clark NP&P is maintained at the FY1992-FY1996 five-year annual average of 2.

IIa2 – LACL Visitor Safety: By September 30, 2004, the number of visitor accident/incidents at Lake Clark NP&P is maintained at 2.

During FY2004, the park will increase visitor contacts and accident education and field staff will document all reported visitor accidents/incidents. All reports of visitor accidents will be reviewed by the Lake Clark Technical Board of Investigations with the intent of lowering the visitor accident rate at Lake Clark National Park and Preserve. The park will maintain sewer and water systems, and maintain and repair docks, buildings, and trails as necessary.

During FY2004, commercial operators and concessioners will be monitored and evaluated for their performance in meeting safety and risk management requirements specified in their permits and contracts.

IIb Park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.

IIb1 – LACL Visitor Understanding and Appreciation: By September 30, 2005, 86% of Lake Clark National Park and Preserve visitors understand the significance of the park.

IIb1 – LACL Visitor Understanding and Appreciation: By September 30, 2004, 80% of Lake Clark National Park and Preserve visitors understand the significance of the park.

The purpose of Lake Clark National Park and Preserve based on legislation is to: protect the watershed necessary for the perpetuation of the red salmon fishery in Bristol Bay; protect the habitat and populations of the fish and wildlife of the area including caribou, Dall sheep, brown bears, bald eagles, and peregrine falcons; and maintain unimpaired the scenic beauty and quality of the Alaska Range and Aleutian Range including active volcanoes, glaciers, wild rivers, lakes, waterfalls, and alpine meadows in their natural state.

During FY2004, the park will operate a visitor center, present interpretive programs, conduct park-wide patrols, and conduct interpretive outreach programs. The park will develop an education plan in concurrence with local and statewide school districts. The park will also complete an interagency exhibit at the Kenai airport which will highlight the many opportunities in the park.

During FY2004, training and educational outreach will be conducted for commercial operators and concessioners. Printed material will be developed and provided to these two groups of park users in order for them to forward park interpretive information to their clients (our visitors) prior to the visitors arrival in the park.

Goal Category IV: Ensure Organizational Effectiveness

IVa The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

IVa3A – Performance Plans Linked to Goals: By September 30, 2005, 100% of Lake Clark National Park and Preserve employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

IVa3A – Performance Plans Linked to Goals: By September 30, 2004, 100% of Lake Clark National Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

This goal directly connects individual performance to organizational outcomes by linking performance agreements with annual performance goals. Performance agreements and standards are tied to the essential competencies required for individual employees to meet the goals effectively and efficiently. During FY2004, employee performance plans will be reviewed to verify that they are linked to appropriate performance goals and competencies.

IVa4A – Underrepresented groups in permanent workforce: By September 30, 2005, the number of Lake Clark National Park and Preserve permanent and term positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 3 at the end of FY 1999 to 5 (29% increase).

IVa4A – Underrepresented groups in permanent workforce: By September 30, 2004, the number of Lake Clark National Park and Preserve permanent and term positions in the 9 targeted occupational series filled by employees from underrepresented groups will increase to 5.

Recruiting and retaining underrepresented groups into our workforce to more adequately reflect the diversity of the nation will improve the way the public perceives the National Park Service. It will also improve our relations with members of our local community. During FY2004, potential local candidates will be contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements will be posted through local employment recruitment offices, and local hire authority will be considered when appropriate.

IVa4B – Women and minorities in temporary and seasonal workforce: By September 30, 2005, the number of Lake Clark National Park and Preserve temporary/seasonal positions annually filled by woman and minorities will be maintained at the FY1999 baseline level of 4.

IVa4B – Women and minorities in temporary and seasonal workforce: By September 30, 2004, the number of Lake Clark National Park and Preserve temporary/ seasonal positions annually filled by woman and minorities will be maintained at the FY1999 baseline level of 4.

Recruiting and retaining underrepresented groups into our workforce to more adequately reflect the diversity of the nation will improve the way the public perceives the National Park Service. It will also improve our relations with members of our local community. During FY2004, potential local candidates will be contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements will be posted through local employment recruitment offices, and local hire authority will be considered when appropriate.

IVa4C – Individuals with disabilities in permanent workforce: By September 30, 2005, the number of Lake Clark National Park and Preserve permanent positions filled by individuals with disabilities is increased from 0 in FY 1999 to 1.

IVa4C – Individuals with disabilities in permanent workforce: By September 30, 2004, the number of Lake Clark National Park and Preserve permanent positions filled by individuals with disabilities is maintained at 0.

Recruiting and retaining underrepresented groups into our workforce to more adequately reflect the diversity of the nation will improve the way the public perceives the National Park Service. It will also improve our relations with members of our local community. During FY2004, potential local candidates will be contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements will be posted through local employment recruitment offices, and local hire authority will be considered when appropriate.

IVa4D – Individuals with disabilities in temporary and seasonal workforce: By September 30, 2005, the number of Lake Clark National Park and Preserve temporary/seasonal positions annually filled by individuals with disabilities is increased from 0 in FY 1999 to 1.

IVa4D – Individuals with disabilities in temporary and seasonal workforce: By September 30, 2004, the number of Lake Clark National Park and Preserve temporary/seasonal positions annually filled by individuals with disabilities is maintained at 0.

Recruiting and retaining underrepresented groups into our workforce to more adequately reflect the diversity of the nation will improve the way the public perceives the National Park Service. It will also improve our relations with members of our local community. During FY2004, potential local candidates will be contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements will be posted through local employment recruitment offices, and local hire authority will be considered when appropriate.

IVa5 – Employee Housing: By September 30, 2005, the number of employee housing units listed in poor or fair condition is maintained at zero.

IVa5 – Employee Housing: By September 30, 2004, the number of employee housing units listed in poor or fair condition will decline to 2 (was at 12 in FY03). (Upgrade work is planned/designed, compliance is done, contracting options are explored).

Currently, seasonal staff must be housed in deteriorating cabins, tent frames, or trailers. Upgrading these structures will provide safer residences, reduce utility costs, and allow seasonal employees to work during colder months. In order to secure funding to upgrade these structures, in FY2003

revised rating criteria were developed that resulted in the number of units rated poor or fair in QMIS going from 0 to 12. However, in so doing the park was able to secure some \$1.6 million to rehabilitate and upgrade 10 units to good/excellent condition. It is estimated that this work will be completed by the end of FY2005.

IVa6A – Employee Lost-Time Injury Rate: By September 30, 2005, the number of Lake Clark National Park and Preserve employee lost-time injuries is reduced from the FY1992-96 five year annual average of 5.63 to 4.49.

IVa6A – Employee Lost-Time Injury Rate: By September 30, 2004, the number of Lake Clark National Park and Preserve employee lost-time injuries is reduced from the FY1992-96 five-year annual average of 5.63 to 4.7.

During FY2004, safety training will be regularly provided to all employees.

IVa6B – Continuation of Pay Hours: By September 30, 2005, the number of Lake Clark National Park and Preserve hours of Continuation of Pay will remain at 11.4.

IVa6B – Continuation of Pay Hours: By September 30, 2004, the number of Lake Clark National Park and Preserve hours of Continuation of Pay will remain at 11.4.

Work hours lost to injury diminish the productivity of the operation. Reducing injuries and lessening the time employees are away from work after being injured will create a safer and more productive work unit. During FY2004, safety training will be provided to all employees, and the park will review and identify potential duties that can be performed while employees are in a 'light duty' status.

IVb The National Park Service increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

IVb1 – Volunteer Hours: By September 30, 2005, the number of Lake Clark National Park and Preserve volunteer hours is increased by 22%.

IVb1 – Volunteer Hours: By September 30, 2004, the number of Lake Clark National Park and Preserve volunteer hours is increased from 4114 (FY02 actual amount) to 4,750.

During FY2004, the park will recruit and hire volunteers, as well as write funding proposals for VIPs.

II. ANNUAL WORK PLAN

Lake Clark National Park and Preserve's annual goals for FY 2004 will be accomplished using the fiscal, human, and infrastructure resources summarized below. In Appendix A, a work plan for each annual goal outlines the activities, services, and/or products, along with their personnel and fiscal costs, which will be carried out to achieve the annual goal. Worksheets also indicate baseline information, performance definitions and measures, responsible parties, etc.

Human and fiscal resources available to achieve the park's FY2004 annual goals include a base operating budget of approximately \$1,858,000 and a work force that includes over 12 permanent and term positions. This work force will be supplemented by numerous seasonal positions. In addition, staff will be supplemented and/or supported this year using special project funds, contracts, and/or the assistance or expertise of various NPS and other organizations as available, including resources available through the National Park Service's Alaska Support Offices in Anchorage.

Park staff is led by a Superintendent based in the Lake Clark National Park and Preserve Administrative Headquarters. Visitor facilities are located primarily at the Park Field Headquarters in Port Alsworth, Alaska. Staff is organized into five operating divisions: Resources, Interpretation, Visitor/Resource Protection, Maintenance, and Administration. Staff expertise provided by permanent and term positions (including part-time and subject-to-furlough positions) includes protection and interpretation (park rangers), natural resource management (biological technicians), and cultural resource management (cultural resource positions). The seasonal positions planned for FY2004, include biological technicians, park rangers working in interpretation and law enforcement, laborers, and clerk/dispatchers.

Park infrastructure for accomplishing the FY2004 annual goals includes a small visitor center, backcountry ranger cabins, seasonal housing facilities, the 3-mile Tanalian Falls Trail, and park administrative headquarters in Anchorage.

In addition to the following annual work plan display sheets (Appendix A), please see the explanatory paragraphs following each goal in the "Annual Goals" section for more information and/or detail on how goals will be accomplished.

Adjustments in Methodology for Budget Estimates

The requirements of GPRA and the development, appropriation, and execution of the park's budget are linked. Managing park/program operations by performance goals requires a basic understanding of how much those goals cost.

Development of a budget begins with park/program management identifying the goals and setting the priorities of the organization. Estimating the costs to achieve those goals is an important step in the planning process.

In order to assist managers in linking performance goals to park budgets, a module was developed in the Administrative Financial System (AFSII). This "GPRA Crosswalk" module provides an estimating process that can be applied at the field level.

Lake Clark National Park and Preserve implemented the AFSII GPRA Crosswalk in fiscal year 2002 to link performance goals to budgets. Account managers estimated their budgets by percentages into each performance goal. The implementation of the AFSII GPRA Crosswalk allowed managers to develop a more systematic and methodical approach to estimating goal costs.

Fiscal Year 2004 marks the beginning of our use of Activity Based Costing (ABC) and a new Department-wide Strategic Plan. Performance issues are playing an increasing role in budget formulation. Information that is included in PMDS will soon be used to formulate the budget.

III. MEASURING RESULTS

Results will be measured in the following ways:

- Status of resource condition
- Percent of project completed
- Feedback from visitor surveys
- Wildlife census
- Site assessments

IV. KEY EXTERNAL FACTORS

Key external factors affecting operations are detailed in the park's Strategic Plan.

V. ANNUAL PERFORMANCE PLAN PREPARERS

Becky Brock, Chief of Concessions
Paul Button, Chief of Maintenance
Adrienne Fleek, Management Assistant
Lee Fink, Chief of Operations
Deborah Liggett, Acting Superintendent
Mary McBurney, Subsistence Manager
Jeanne Schaaf, Chief of Cultural Resources
Judy Putera, Acting Chief of Resources
Roy Wood, Chief of Interpretation

APPENDIX A – Annual Work Plans

Org. Goal Id No: **la0**
 Servicewide Goal Identification number: **la0**

FY03 Annual Performance Plan

NPS Servicewide Long-term Goal: la0 By September 30, 2005, all subsistence resource consumptive uses occurring in Lake Clark National Park and Preserve shall be in compliance with appropriate laws, regulations, policies and management plans.	Baseline Year 2002	Target Year 2005
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Park/Program Long-term Goal: la0 By September 30, 2005, all subsistence resource consumptive uses occurring in Lake Clark National Park and Preserve shall be in compliance with appropriate laws, regulations, policies and management plans.
Park/Program Annual Goal: la0 By September 30, 2004, all subsistence resource consumptive uses will be in compliance with appropriate laws, regulations, policies and management plans.

Performance Target This Year: 8 out of 8 subsistence consumptive uses will be in compliance		Indicator: Number of subsistence consumptive uses in compliance	Baseline No. 8	Desired Cond. 8	Unit Measure # of subsistence consumptive uses	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Administer LACL subsistence program	Subsistence	Provide subsistence program administration	McBurney	Subsistence Fish	60	0.4
Participate in the Federal Subsistence Program	Subsistence	Review and comment on regulatory proposals	McBurney	Subsistence Fish	15	0.2
Participate in the Federal Subsistence Program	Subsistence	Attend Federal Subsistence Board meetings	McBurney	Subsistence Fish	8	0.1
Participate in the Federal Subsistence Program	Subsistence	Attend Bristol Bay RAC meetings	McBurney	Subsistence Fish	8	0.1
Participate in the Federal Subsistence Program	Subsistence	Serve on special work groups and task forces	McBurney	Subsistence Fish	15	0.2
Conduct section 13.44 interviews	Subsistence	Determine eligibility to subsist in the Park	McBurney	Subsistence Fish	2.0	0.1
Issue subsistence use permits	Subsistence	Issue permits to eligible subsistence users	McBurney	Subsistence Fish	5.0	0.1
Aviation support	Ranger	Operate NPS aircraft to support subsistence program	Fink	Subsistence Fish	10.0	0.1
					123.0	1.3
Total Cost and FTE					123.0	1.3

Org. Goal Id No: **la5**
 Servicewide Goal Identification number: **la5**

FY03 Annual Performance Plan

NPS Servicewide Long-term Goal: la5	Baseline Year 1999	Target Year 2005
By September 30, 2005, 50% of the historic structures on the 1999 LCS are in good condition.		

Park/Program Long-term Goal: la5
Long-term Goal: la5 – LACL Historic Structures: By September 30, 2005, 3 (75%) of 4 of Lake Clark National Park and Preserve historic structures listed on the current National Park Service List of Classified Structures (LCS) are in good condition.
Park/Program Annual Goal: la5
By September 1, 2004, 3 (75%) of 4 of Lake Clark National Park and Preserve historic structures listed on the current National Park Service List of Classified Structures (LCS) are in good condition.

Performance Target This Year: 75% (3 structures)		Indicator: condition	Baseline No. 4	Desired Cond. good	Unit Measure structure	
FY 03 Annual Workplan	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Work Plan/Product Service						
Historic Preservation Plan revised	CR	Revise Historic Preservation Plan for Proenneke Complex to address visitation concerns from FY02	Branson	ONPS	5.0	0.1
Resources protected	CR	Historic Resources Program Management	Schaaf	ONPS	3.0	
Resources protected	CR	Reassess treatment of Igitta River/Kenibuna cabin based on 02 survey information	Peterson	AKSO		
Actions are in compliance	CR	Complete 106 and other compliance	Vinson	ONPS	2.0	
Material items preserved	CR	Conserve and catalog material items in structures	Myers	ONPS	2.0	
Structures in Proenneke Complex maintained in good condition	MAINT	Routine and preventative maintenance work on structures currently in good condition. Complete repair of Proenneke Cache	Button	ONPS		
Provide management support services	SUPT	Provide and maintain management oversight in support of the park's mission and goals.	Hard	ONPS	0.7	
Provide administrative support services	ADMIN	Provide human resources, fiscal resources and support services (i.e. personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	3.0	
Total Cost and FTE					16	0.1
Total Cost and FTE						

ONPS
Totals
16

ONPS
Totals
0.1

FY03 Annual Performance Plan

Org. Goal Id No: **la6**
 Servicewide Goal Identification number: **la6**

NPS Servicewide Long-term Goal: la6 By September 30, 2005, 73.4% of preservation and protection conditions in park museum collections meet professional standards.	Baseline Year N/A	Target Year 2005
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Park/Program Long-term Goal: la6 LACL Museum Collections: By September 30, 2005, 70% of applicable preservation and protection standards for Lake Clark's museum are met.
Park/Program Annual Goal: la6 By September 30, 2004, 68% of applicable preservation and protection standards for Lake Clark's museum collections are met.

Performance Target This Year: 68% (84)		Indicator: Standards met	Baseline No. 124	Desired Cond. standards met	Unit Measure standards	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Scope of Collections current	CR	Update the Scope of Collections PMIS statement submitted to CRAC as 05 ANIA/LACL/KATM priority	Schaaf	ONPS	8.0	0.1
Annual report requirements met	CR	Prepare and submit CMR and ACP	Myers	ONPS		
Collections maintained in good condition	CR	Process accessions and loans	Myers	ONPS	10.0	0.1
# of standards met is increased	CR	Collections Management	Schaaf	ONPS	3.0	
Integrated Pest Management plan current	CR	IPM revised	Myers	ONPS	0.0	
Collection Storage Plan current	CR	CSP revised	Myers	ONPS	0.0	
Collections access controlled	CR	Implement written procedures for access	Myers	ONPS	1.0	
Herbarium collection maintained in good condition	CR	Housekeeping plan in PTA implemented	Putera	ONPS		
Provide administrative support services	ADMIN	Provide human resources, fiscal resources and support services (i.e. personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	2.0	
Provide management support services	SUPT	Provide and maintain management oversight in support of the park's mission and goals.	Hard	ONPS	0.7	
Total Cost and FTE					25	0.2

ONPS
Totals
25

ONPS
Totals
0.2

FY03 Annual Performance Plan

Org. Goal Id No: **la7**
 Servicewide Goal Identification number: **la7**

NPS Servicewide Long-term Goal: la7 By September 30, 2005, 33.1% of the cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition.	Baseline Year 1999	Target Year 2005
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Park/Program Long-term Goal: la7 la7- LACL Cultural Landscapes: By September 30, 2005, 0 of 0 Lake Clark cultural landscapes on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY1999 are in good condition.
Park/Program Annual Goal: la7 By September 30, 2004, 0 of 0 Lake Clark cultural landscapes on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY1999 are in good condition.

Performance Target This Year: 0 cultural landscape		Indicator: condition	Baseline No. 0	Desired Cond. good	Unit Measure cultural landscape	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Park benefits from CLI program	CR	Provide completed CLI Phase 1 report and products listed above for Proenneke Cabin complex CLI, initiated by AKSO in 1998	Horton	AKSO		
Total Cost and FTE					0	-

ONPS
Totals
0

ONPS
Totals
0

FY03 Annual Performance Plan

Org. Goal Id No: **la8**
 Servicewide Goal Identification number: **la8**

NPS Servicewide Long-term Goal: la8 By September 30, 2005 50% of the FY99 recorded archeological sites with condition assessments are in good condition.	Baseline Year 1999	Target Year 2005
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Park/Program Long-term Goal: la8 By September 30, 2005, 15% of Lake Clark archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information System (ASMIS) are in good condition.
Park/Program Annual Goal: la8 By September 30, 2004, 12% of Lake Clark archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information System (ASMIS) are in good condition.

Performance Target This Year: 9 sites		Indicator: condition	Baseline No. 74	Desired Cond. good	Unit Measure sites in good condition	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Condition assessment for sites completed	CR	Conduct Pictograph project Phase 3	Schaaf	CRPP	75.0	
Condition assessment for sites completed	CR	Conduct Archeological survey- year 2	Tennessen	CRPP	53.6	
Resources monitored and conditions assessed	CR	Monitor selected sites within Kijik NHL	Branson	ONPS	5.0	
Site conditions do not deteriorate due to park operations	CR	Conduct 106 compliance for all park operations with the potential to affect cultural sites, including issuance of permits, research and ranger camps, maintenance and visitor service activities, lands transactions and repair/rehab projects.	Vinson	ONPS		
Condition information is updated in ASMIS	CR	Attend ASMIS training and update LACL ASMIS condition records	Staff	ONPS	5.0	0.1
Provide administrative support services	ADMIN	Provide human resources, fiscal resources and support services (i.e. personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	4.0	
Resources protected and managed	CR	Archeology Program Management	Schaaf	ONPS	7.0	0.1
Total Cost and FTE					150	0.2

ONPS
Totals
21

FTE
Totals
0.2

FY03 Annual Performance Plan

Org. Goal Id No: **Ib2A**
 Servicewide Goal Identification number: **Ib2A**

NPS Servicewide Long-term Goal: Ib2A	Baseline Year 1999	Target Year 2005
By September 30, 2005, archeological sites inventoried and evaluated are increased by 30%.		

Ib2A

Park/Program Long-term Goal:
By September 30, 2005, the number of Lake Clark archeological sites inventoried, evaluated and listed in the National Park Service Archeological Sites Management Information System (ASMIS) is increased by 30%.
Park/Program Annual Goal: Ib2A
By September 30, 2004, the number of Lake Clark archeological sites inventoried, evaluated and listed in the National Park Service Archeological Sites Management Information System (ASMIS) is increased by 20%?? Is this right?.

Performance Target This Year: 20% ??Jeanne help?(an increase of 4 sites in FY04) (93 total projected)		Indicator: # sites listed in ASMIS	Baseline No. 74	Desired Cond. listed	Unit Measure sites	
FY 03 Annual Workplan	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Work Plan/Product Service						
Number of acres surveyed and sites inventoried and evaluated increased	CR	Conduct year 2 of 4-year SAIP funded archeological survey of LACL interior lands	Schaaf/Tennessen	ONPS	1.0	
Sites entered in ASMIS	CR	Enter known LACL sites	Staff	ONPS	15.0	0.2
Total Cost and FTE					16	0.2

ONPS
Totals
16

ONPS
Totals
0.2

FY03 Annual Performance Plan

Org. Goal Id No: **Ib2B**
 Servicewide Goal Identification number: **Ib2B**

NPS Servicewide Long-term Goal:	Ib2B	Baseline Year	Target Year
By September 30, 2005 Cultural Landscapes inventoried and evaluated at Level II are increased by 136.4% from FY 99 baseline.		1999	2005

Park/Program Long-term Goal:	Ib2B
Ib2B - LACL Cultural Landscapes Baseline: By September 30, 2005, the number of Lake Clark cultural landscapes entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II remains 0.	
Park/Program Annual Goal:	Ib2B
By September 30, 2004, the number of Lake Clark cultural landscapes entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II remains at 0.	

Performance Target This Year:		Indicator:	Baseline No.	Desired Cond.	Unit Measure	
0		Level II listings	0	entered	landscapes	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
					(,000's)	
Total Cost and FTE					0	-

Totals
0

Totals
0

FY03 Annual Performance Plan

Org. Goal Id No: **lb2C**
 Servicewide Goal Identification number: **lb2C**

NPS Servicewide Long-term Goal: lb2C	Baseline Year 1999	Target Year 2005
By September 30, 2005, 100% of the historic structures have updated information.		

Park/Program Long-term Goal: lb2C
By September 30, 2005, all 4 (100%) Lake Clark historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.
Park/Program Annual Goal: lb2C
By September 30, 2004, 100% of Lake Clark historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

Performance Target This Year: 4 (100%)		Indicator: updated LCS	Baseline No. 4	Desired Cond. updated	Unit Measure structures	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
LCS database updated	CR	Update LCS with park-provided information	Houston	AKSO		
LCS records updated	CR	Provide survey and management oversight	Schaaf	ONPS	2	
Structures evaluated for listing in LCS	CR	Bly House and Proenneke Complex DOEs completed	Branson	ONPS	4	0.1
Structures evaluated for listing in LCS	CR	DOEs prepared for Kasna Creek Mining site	Tobey	ONPS	2	
LCS Records updated	CR	Cabin database completed	Tobey			
Total Cost and FTE					8	0.1

ONPS
Totals
8

FTE
Totals
0.1

FY03 Annual Performance Plan

Org. Goal Id No: **Ib2D**
 Servicewide Goal Identification number: **Ib2D**

NPS Servicewide Long-term Goal:	Ib2D	Baseline Year	Target Year
By September 30, 2005, Museum objects catalogued are increased by 35.9%		1999	2005

Park/Program Long-term Goal:	Ib2D
LACL Museum Collections: By September 30, 2005, the number of Lake Clark museum objects catalogued into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from the 1999 baseline by 100%.	
Park/Program Annual Goal:	Ib2D
By September 30, 2004, the number of Lake Clark museum objects catalogued into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from the 1999 baseline by 381%.	

Performance Target This Year:		Indicator:	Baseline No.	Desired Cond.	Unit Measure	
11285		catalog entries into ANCS+	1390	entered	entries	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
					(,000's)	
Number of objects cataloged is increased	CR	Provide ANCS+ training	Knight/Stephens	AKSO		
Number of objects cataloged is increased	CR	Catalog Proenneke Tools and items	Myers	ONPS	6	0.1
Proenneke archives are preserved	CR	Re-house and inventory Proenneke Papers	Gilliom/Blanche	ONPS	6	0.1
Provide management support services	SUPT	Provide and maintain management oversight in support of the park's mission and goals.	Hard	ONPS		
Total Cost and FTE					12	0.2

ONPS 12 FTE 0.2

FY03 Annual Performance Plan

Org. Goal Id No: **Ib2E**
 Servicewide Goal Identification number: **Ib2E**

NPS Servicewide Long-term Goal: Ib2E	Baseline Year 1999	Target Year 2005
By September 30, 2005, Ethnographic resources inventory is increased 634% from FY99 baseline.		

Park/Program Long-term Goal:
By September 30, 2005, the number of ethnographic resources inventoried evaluated, and entered on the Ethnographic Resources Inventory is increased from 0 in 1999 to 50.
Park/Program Annual Goal:
By September 30, 2004, the number of ethnographic resources inventoried, evaluated, and entered on the Ethnographic Resources Inventory is increased from 0 in 1999 to 40.

Performance Target This Year: 40		Indicator: ERI entries	Baseline No. 0	Desired Cond. entered	Unit Measure ethnographic sites	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Cultural Anthropologist on staff	CR	Readvertise and hire Anthropologist .	Schaaf	ONPS	7.5	0.05
Baseline document completed	CR	LACL Ethnographic Overview and Assessment initiated	Schaaf	CRPP		
Resources Preserved	CR	Collect oral history interviews: Support Jim Kari's interviews with Walter Johnson- Iliamna dialect.	Schaaf	ONPS	2.5	0.05
Total Cost and FTE					10	0.1

Totals 10 Totals 0.1

FY03 Annual Performance Plan

Org. Goal Id No: **Ib2F**
 Servicewide Goal Identification number: **Ib2F**

NPS Servicewide Long-term Goal: Ib2F By September 30, 2005, 31% of parks have historical research that is current and completed to professional standards.	Baseline Year 1999	Target Year 2005
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Park/Program Long-term Goal: Ib2F By September 30, 2005, LACL historical research is current and completed to professional standards and entered in the Cultural Resources Bibliography [CRBIB].
Park/Program Annual Goal: Ib2F By September 30, 2004, the LACL historical research is current and completed to professional standards..

Performance Target This Year: (Entered as "0" until completion)		Indicator: Historical research in CRBIB	Baseline No. 0	Desired Cond. Current and Complete	Unit Measure Each park	
FY 03 Annual Workplan	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Historical research enhances management decisions, protection and interpretation of historic resources	CR	Locate and archive Park administration records.	Branson	ONPS	20.0	0.2
Historical records are preserved and available to the park and to the public	CR	Locate historic photographs and archival records relevant to park issues and operations	Branson	ONPS	2.0	
Historical research is current	CR	Conduct Phase 3 of 20th Century Lifeways Project - Snug Harbor research	Johnson	CRPP		
Public understanding and appreciation of park history increased	CR	Historical research is published and disseminated. Distribute <i>Seversen's Roadhouse: Crossroads of Bristol Bay, Alaska</i>	Schaaf/Branson	CRPP	72.5	
Provide management support services	SUPT	Provide and maintain management oversight in support of the park's mission and goals.	Hard	ONPS		
Public understanding and appreciation of park history increased	CR	Construct documentary of Tanalian Point and Port Alsworth	Branson	ONPS	20.0	0.2
Total Cost and FTE					115	0.4

ONPS
Totals
42

ONPS
Totals
0.4

Org. Goal Id No:
 Servicewide Goal Identification number: Ia.

Ia2X
Ia2X

FY03 Annual Performance Plan

NPS Servicewide Long-term Goal:	Ia2X	Baseline Year	Target Year
LACL Native Species of Special Concern: By September 30, 2005, 4 (7.5%) of 54 species of special concern within Lake Clark National Park and Preserve are at scientifically acceptable levels.		1997	2005

Park/Program Long-term Goal:	Ia2X
LACL Native Species of Special Concern: By September 30, 2005, 4 (7.5%) of 54 species of special concern within Lake Clark National Park and Preserve are at scientifically acceptable levels.	
Park/Program Annual Goal:	Ia2X
By September 30, 2004, 3 (5.5%) of 54 species of special concern within Lake Clark National Park and Preserve are at scientifically acceptable levels.	

Performance Target This Year:		Indicator:	Baseline No.	Desired Cond.	Unit Measure	
3		Species population	0	Scientifically acceptable	Each	
FY 03 Annual Workplan Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Bald eagle population monitored	NRM	1 occupancy and 1 productivity survey	Putera	ONPS	5.0	0.0
Sockeye salmon habitat described	NRM	Report Completed	Putera	USGS-BRD	10.0	0.1
Coastal brown bear study continued	NRM	Data management completed, final report	Putera	20% Fee Demo	80.0	0.8
Moose survey technique improved	NRM	additional moose sightability trials completed	Putera	ONPS	55.0	0.5
Moose survey technique improved	NRM	additional moose sightability trials completed, final report completed	Putera	BRMD	31.0	0.3
Moose productivity research initiated	NRM	Cooperative study designed with UAF	Putera	ONPS	54.0	0.5
Moose productivity research initiated	NRM	First year of field work completed	Putera	USGS-BRD		
Bear census technique improved	NRM	Bear survey conducted with KATM, ADFG	Putera	ONPS	53.0	0.4
Bear census technique improved	NRM	Bear survey conducted with KATM, ADFG	Putera	NRPP		
Dall sheep use of Twin Lakes lick determined	NRM	Field work and final report completed	Putera	20% Fee Demo		
Natural and healthy Dall sheep population maintained	NRM	Year 2 surveys completed in areas of concern	Putera	BRMD		
Wildlife is protected	RGR	Provide parkwide patrol and enforcement for species of special concern	Fink	ONPS	41.0	0.3
Aviation services support resource protection and studies to manage species of special concern	RGR	Provide parkwide aviation support	Fink	ONPS	19.0	0.0
Parkwide programs to protect species of special concern are coordinated and properly managed	RGR	Provide parkwide management oversight and coordination in support of the park's mission and goals.	Fink	ONPS	100.0	0.5
Provide administrative support services	ADM	Provide human resources, fiscal resources, and support services (i.e., personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	16.0	0.2
Total Cost and FTE					464.0	3.6

ONPS
Totals
343

ONPS
Totals
2.4

FY03 Annual Performance Plan

Org. Goal Id No: **la4**
 Servicewide Goal Identification number: **la. la4**

NPS Servicewide Long-term Goal: la4	Baseline Year 1997	Target Year 2005
By September 30, 2005, 85% of Park units have unimpaired water quality.		

Park/Program Long-term Goal: la4
By September 30, 2005, Lake Clark has unimpaired water quality.
Park/Program Annual Goal: la4
By September 30, 2004, Lake Clark has unimpaired water quality.

Performance Target This Year: 100%		Indicator: Water chemistry	Baseline No. 1	Desired Cond. Unimpaired	Unit Measure Each park	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
NPS sources of potential contamination are identified and monitored	Maint	Extent of "The Point" fuel spill monitored through test wells	Button	Hazmat	10.0	0.0
Tlikakila River water quality is characterized	USGS-WRD	Study report is completed	Putera	ONPS	2.0	0.0
Water components of Tlikakila Basin are characterized	USGS-WRD	2001 data are analyzed, draft report completed	Putera	ONPS	2.0	0.0
Water components of Tlikakila Basin are characterized	USGS-WRD	2001 data are analyzed, draft report completed	Brabets (USGS)	WRD	20.0	0.0
Wetlands boundaries and types are delineated	USFWS	9 new quads are mapped and digitized	Putera	ONPS	7.0	0.1
Wetlands boundaries and types are delineated	USFWS	9 new quads are mapped and digitized	Hall (USFWS)	WRD	50.0	0.0
Total Cost and FTE					91.0	0.1

ONPS	ONPS
Totals	Totals
11	0.1

FY03 Annual Performance Plan

Org. Goal Id No: **la09A**
 Servicewide Goal Identification number: **la9A**

NPS Servicewide Long-term Goal: la9A	Baseline Year 1999	Target Year 2005
By September 30, 2005, 20% of known paleontological localities in parks are in good condition.		

Park/Program Long-term Goal: la09A
By September 30, 2005, 1 (10%) of an estimated 10 paleontological localities known as of FY2000 in Lake Clark are in good condition.
Park/Program Annual Goal: la09A
By September 30, 2004, 0 of an estimated 10 paleontological localities known as of FY2000 in Lake Clark are in good condition.

Performance Target This Year: 0		Indicator: condition	Baseline No. 10	Desired Cond. good	Unit Measure paleontological site	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
No work activities planned in FY03		No work activities planned in FY03				
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY03 Annual Performance Plan

Org. Goal Id No: **Ib01**
 Servicewide Goal Identification number: **Ib1**

NPS Servicewide Long-term Goal: Ib1 By September 30, 2005, 87% of the 2,527 outstanding data sets identified in 1999 of basic natural resource inventories for all parks.	Baseline Year 1997	Target Year 2005
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Park/Program Long-term Goal: Ib01 LACL Natural Resource Inventories: By September 30, 2005, 8 (33%) of 24 natural resource databases identified in a Resource Management Plan and General Management Plan are completed.
Park/Program Annual Goal: Ib01 By September 30, 2004, 7 (29%) of 24 natural resource databases identified in a Resource Management Plan and General Management Plan are completed.

Performance Target This Year:		Indicator:	Baseline No.	Desired Cond. Acquired or developed	Unit Measure	
7		Data sets or research	8		Each	
FY 03 Annual Workplan Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Vascular plant inventory database completed	I&M	LACL plant inventory from 2001 entered in database and linked to national inventory databases	Bennett	I&M	25.2	0.0
Vascular plant inventory database completed	I&M	LACL plant inventory from 2001 entered in database and linked to national inventory databases	Putera	ONPS	8.4	0.1
Southwest Alaska Network inventory is continued	I&M	Network inventory plan completed and approved; inventory of fish 33% complete network-wide; inventory of vascular plants 45% complete network-wide	Bennett	I&M	50.0	0.3
Southwest Alaska Network inventory is continued	I&M	Network inventory plan completed and approved	Putera	ONPS	41.0	0.4
Provide administrative support services	ADM	Provide human resources, fiscal resources, and support services (i.e., personnel, payroll, budget, purchasing, and information) in support of the park's mission and goals.	Fleek	ONPS	4.0	0.0
Total Cost and FTE					128.6	0.8

ONPS
Totals
53.4

FTE
Totals
0.5

FY03 Annual Performance Plan

Org. Goal Id No: **lb3**
 Servicewide Goal Identification number: **lb3**

NPS Servicewide Long-term Goal: lb3 By September 30, 2005, 80% of 265 parks with significant natural resources have identified their vital signs for natural resource monitoring.	Baseline Year 1999	Target Year 2005
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Park/Program Long-term Goal: lb3 By September 30, 2005, Lake Clark has identified its vital signs for natural resource monitoring.
Park/Program Annual Goal: lb3 By September 30, 2004, Lake Clark National Park and Preserve has identified draft vital signs for natural resource monitoring.

Performance Target This Year: 1		Indicator: Vital signs	Baseline No. 0	Desired Cond. Identified	Unit Measure Each park	
FY03 Annual Workplan	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Work Plan/Product Service						
Organizational structure is in place to identify vital signs	I&M	SWAN Board of Directors and technical committee created	Putera	ONPS	2.0	0.0
Organizational structure is in place to identify vital signs	I&M	SWAN Board of Directors and technical committee created	Bennett	I&M	5.0	0.1
Organizational process is in place to identify vital signs	I&M	Governing charter for SWAN is approved	Putera	ONPS	2.0	0.0
Organizational process is in place to identify vital signs	I&M	Governing charter for SWAN is approved	Bennett	I&M	5.0	0.1
Data needs for defining vital signs are addressed	I&M	Data manager hired and 25% of existing data summarized	Putera	ONPS	17.0	0.2
Data needs for defining vital signs are addressed	I&M	Data manager hired and 25% of existing data summarized	Bennett	I&M	40.0	0.4
Provide Management Support Services	MGMT	Provide and maintain management oversight in support of the park's mission and goals.	Fink	ONPS	2.0	0.0
Provide Administrative Support Services	ADMIN	Provide human resources, fiscal resources, and support services (i.e., personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	4.0	0.0
Total Cost and FTE					77.0	0.8

ONPS
Totals
27

ONPS
Totals
0.2

Org. Goal Id No:
 Servicewide Goal Identification number:

Ila1
 Ila1

FY03 Annual Performance Plan

NPS Servicewide Long-term Goal: By September 30, 2005, park visitors are satisfied with appropriate park facilities, services and recreational opportunities.	Ila1	Baseline Year 1998	Target Year 2005
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Park/Program Long-term Goal: By September 30, 2005, Lake Clark visitors are satisfied with appropriate park facilities, services, and recreational opportunities.	Ila1
Park/Program Annual Goal: By September 30, 2004, Lake Clark visitors are satisfied with appropriate park facilities, services, and recreational opportunities.	

Performance Target This Year: 0%		Indicator: Visitor satisfaction	Baseline No. 85	Desired Cond. Satisfied	Unit Measure %	
FY 03 Annual Workplan	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Provide Interpretation/Education Planning and Support	Interp	Provide short and long-term planning and support for Lake Clark-Katmai education program.	Wood	ONPS	20.4	0.1
Provide bear viewing activities for public	Ranger	Provide onsite supervision, talks at bear viewing areas	Caulfield	ONPS	84.8	0.7
Provide Backcountry visitor contacts	Ranger	Staff Backcountry Cabins, Parkwide Patrols	Fink	ONPS	10.8	
Monitor backcountry facilities	Ranger	Support backcountry operations	Fink	ONPS	10.8	
Aviation support	Ranger	Operate two park aircraft	Fink	ONPS	45.2	
Maintain Park trail and campsites	Mnt/Rgr	Maintain at present level, litter pick up	Fink/Button	ONPS	10.2	1.4
Maintain park utilities	Maint	Maintain water, sewer, electrical, etc. at present level	Button	ONPS	138.4	
Maintain park facilities and visitor services	Maint	Maintain park offices, visitor facilities, etc. at present level	Button	ONPS	80.6	
Maintain grounds in visitor use areas	Maint	Routine mowing, weeding, and grounds cleanup	Button	ONPS	26.8	
Provide vehicle and boat support to park operations	Maint	Maintain boats and vehicles at present level	Button	ONPS	26.8	
Provide interpretive publication to commercial operators	Conc.	Write, design, print and distribute publication	Brock	40% IBP Fees	4.0	
Provide Administrative Support Services	Admin	Provide human resources, fiscal resources, and support services (i.e. personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	124.4	0.9
Provide Management Support Services	Unit Mgr/Supt	Provide and maintain management oversight in support of the park's mission and goals.	Fink	ONPS	110.3	0.7
Total Cost and FTE					694	3.8

ONPS Totals	ONPS Totals
690	3.8

FY03 Annual Performance Plan

Org. Goal Id No: **Ila2**
 Servicewide Goal Identification number: **Ila2**

NPS Servicewide Long-term Goal:	Ila2	Baseline Year	Target Year
By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days (a 16% decrease from the FY 1992-FY 1996 baseline of 9.48 per 100,000 visitor days).		1992-96 Avg.	2005

Park/Program Long-term Goal:	Ila2
By September 30, 2005, the number of visitor accident/incidents at Lake Clark NP&P is maintained at the FY1992-FY1996 five-year annual average of 2.	
Park/Program Annual Goal:	Ila2
By September 30, 2004, the number of visitor accident/incidents at Lake Clark NP&P is maintained at the FY1992-FY1996 five-year annual average of 2.	

Performance Target This Year:		Indicator:	Baseline No.	Desired Cond.	Unit Measure	
2		Visitor Accident/incidents	2		%	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Provide for SAR/EMS response	Ranger	Provide parkwide EMS/SAR services	Fink	ONPS	60.1	0.4
Provide preventative accident education	Ranger	Increase visitor contacts, accident education.	Fink	ONPS		
Maintain database of reportable accidents	Ranger	Maintain reports to reflect actual reportable accidents in the park	Fink	ONPS		
Aviation support	Ranger	Operate NPS aircraft to support park operations	Fink	ONPS		
Maintain Drinking water and sewage treatment	Maint	Maintain park water and sewer facilities	Button	ONPS	30.3	0.1
Maintain housing and facilities	Maint	Maintain present park housing and facilities	Button	ONPS		
Provide Administrative Support Services	Admin	Provide human resources, fiscal resources, and support services (i.e., personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	124.4	0.9
Provide Management Support Services	Mgmt	Provide and maintain management oversight in support of the park's mission and goals	Fink/Hard	ONPS	15.7	0.1
Provide Resource Patrols	NRMgmt	Provide visitor safety resource information	Putera	ONPS	17.9	0.1
Total Cost and FTE					274	1.7

Totals 274.2 Totals 1.7

FY03 Annual Performance Plan

Org. Goal Id No: **IIb1**
 Servicewide Goal Identification number: **IIb1**

NPS Servicewide Long-term Goal: IIb1	Baseline Year 1998	Target Year 2005
By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.		

Park/Program Long-term Goal: IIb1
By September 30, 2005, 86% of Lake Clark National Park and Preserve visitors understand the significance of the park.
Park/Program Annual Goal: IIb1
By September 30, 2004, 80% of Lake Clark National Park and Preserve visitors understand the significance of the park.

Performance Target This Year:		Indicator:	Baseline No.	Desired Cond.	Unit Measure	
80%		Visitor understanding and appreciation	60		%	
FY 03 Annual Workplan Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Provide educational outreach	Interp	Develop and implement Education Plan	Wood	ONPS	47.6	0.2
Provide interpretive handouts on Lake Clark	Interp	Aerial tour guide to Lake Clark	Wood	ONPS		
Provide basic interp services in Port Alsworth	Interp	Staff visitor center and provide guided activities	Wood	ONPS		
Provide interp outreach program	Interp	Provide interp outreach program	Wood	ONPS		
Provide backcountry support	Ranger	Provide backcountry operations	Fink	ONPS	163.2	0.8
Provide safety information on bears	Ranger/NRM	Contact coastal users and provide information on bear safety	Fink/Caulfield	ONPS		
Provide parkwide patrols	Ranger	Provide pkwide patrols	Fink	ONPS		
Maintain park trail and campsites	Ranger	Provide maint and patrol park trail/ campsites	Fink	ONPS		
Aviation Support	Ranger	Provide pkwide aviation support with park aircraft	Fink	ONPS		
Increase visitors understanding and appreciation of cultural resources in Lake Clark.	CRM	Publish and distribute Qizhje: A History of the Land and People in the Kijik National Historic Landmark	Schaaf	ONPS	11.0	0.1
Increase visitors understanding and appreciation of cultural resources in Lake Clark.	CRM	Publish and distribute Lake Clark-Iliamna Alaska: the adventures of Jack and Myrtle Bailey at Severson's Roadhouse	Branson	ONPS	11.0	0.1
Increase visitors understanding and appreciation of cultural resources in Lake Clark.	CRM	Give cultural resource programs at APLIC, local schools, the LACL Visitor Center, lodges, community halls, and at IBP meetings.	Branson/Vinson	ONPS	11.0	0.1
Provide Administrative Support Services	Admin	Provide human resources, fiscal resources, and support services (i.e., personnel, payroll, budget, purchasing, and information management) in support of the park's mission and goals.	Fleek	ONPS	124.4	0.9
Provide Management Support Services	Mgmt	Provide and maintain management oversight in support of the park's mission and goals.	Hard/Fink	ONPS	94.5	0.6
Provide educational materials and training to commercial operators	Conc	Provide materials and training to commercial operators	Brock	40% IBP Fees	2.0	
Provide educational outreach to commercial operators	Conc	Provide interp outreach to commercial operators	Brock	40% IBP Fees	2.0	
Total Cost and FTE					467	2.8

ONPS 463 FTE 2.8

Org. Goal Id No: **IVa3A**
 Servicewide Goal Identification number: **IVa3A**

FY04 Annual Performance Plan

NPS Servicewide Long-term Goal: IVa3A	Baseline Year Each Year	Target Year 2005
By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.		

Park/Program Long-term Goal: IVa3A
By September 30, 2005, 100% of Lake Clark National Park and Preserve employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Park/Program Annual Goal: IVa3A
By September 30, 2004, 100% of Lake Clark National Park and Preserve employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Performance Target This Year: 100%		Indicator: Employee Performance Plans	Baseline No. 9	Desired Cond. Linked	Unit Measure Each	
FY03 Annual Workplan	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Work Plan/Product Service						
Rewrite performance plans to link with appropriate goals and competencies.	ALL	Verify that employee performance plans are linked to appropriate goals and competencies and rewrite if necessary.	Hard			
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVa4A**
 Servicewide Goal Identification number: **IVa4A**

NPS Servicewide Long-term Goal: IVa4A	Baseline Year 1999	Target Year 2005
By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.		

Park/Program Long-term Goal: IVa4A
By September 30, 2005, the number of Lake Clark National Park and Preserve permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 3 at the end of FY 1999 to 5 (29% increase).
Park/Program Annual Goal:
By September 30, 2004, the number of Lake Clark National Park and Preserve permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups will increase to 5.

Performance Target This Year: 5		Indicator: Diversity	Baseline No. 3	Desired Cond. Representation	Unit Measure No. Employees	
FY03 Annual Workplan	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Work Plan/Product Service						
Attend local job fairs and school career days. Send all vacancy announcements through local employment recruitment offices. Consider the use of local hire authority for positions	ALL	Some potential local candidates are contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements are posted through local employment recruitment offices, and local hire authority is considered when appropriate.	Hard			
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVa4B**
 Servicewide Goal Identification number: **IVa4B**

NPS Servicewide Long-term Goal: IVa4B By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and seasonal workforce.	Baseline Year 1999	Target Year 2005
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Park/Program Long-term Goal: IVa4B By September 30, 2005, the total number of Lake Clark National Park and Preserve temporary/seasonal positions filled by women and minorities will be maintained at the FY 1999 baseline level of 4.
Park/Program Annual Goal: IVa4B By September 30, 2004, the total number of Lake Clark National Park and Preserve temporary/seasonal positions filled by women and minorities will be maintained at the FY 1999 baseline level of 4.

Performance Target This Year: 4		Indicator: Diversity	Baseline No. 4	Desired Cond. Representation	Unit Measure Each	
FY03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Attend local job fairs and school career days. Send all vacancy announcements through local employment recruitment offices. Consider the use of local hire authority for positions	ALL	Some potential local candidates are contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements are posted through local employment recruitment offices, and local hire authority is considered when appropriate.	Hard			
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVa4C**
 Servicewide Goal Identification number: **IVa4C**

NPS Servicewide Long-term Goal: IVa4C By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the permanent workforce.	Baseline Year 1999	Target Year 2005
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Park/Program Long-term Goal: IVa4C By September 30, 2005, the number of Lake Clark National Park and Preserve permanent positions filled by employees with targeted disabilities is increased from 0 in FY 1999 to 1.
Park/Program Annual Goal: IVa4C By September 30, 2004, the number of Lake Clark National Park and Preserve permanent positions filled by employees with targeted disabilities is maintained at 0.

Performance Target This Year: 0		Indicator: Diversity	Baseline No. 0	Desired Cond. Representation	Unit Measure Each	
FY03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Attend local job fairs and school career days. Send all vacancy announcements through local employment recruitment offices. Consider the use of local hire authority for positions	ALL	Some potential local candidates are contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements are posted through local employment recruitment offices, and local hire authority is considered when appropriate.	Hard			
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVa4D**
 Servicewide Goal Identification number: **IVa4D**

NPS Servicewide Long-term Goal: IVa4D By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the temporary and seasonal workforce.	Baseline Year 1999	Target Year 2005
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Park/Program Long-term Goal: IVa4D By September 30, 2005, the number of Lake Clark National Park and Preserve temporary/seasonal positions filled by employees with targeted disabilities is increased from 0 in FY 1999 to 1.
Park/Program Annual Goal: IVa4D By September 30, 2004, the number of Lake Clark National Park and Preserve temporary/seasonal positions filled by employees with targeted disabilities is maintained at the FY 1999 level (0).

Performance Target This Year: 0		Indicator: Diversity	Baseline No. 0	Desired Cond. Representation	Unit Measure Each	
FY03 Annual Workplan Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Attend local job fairs and school career days. Send all vacancy announcements through local employment recruitment offices. Consider the use of local hire authority for positions	ALL	Some potential local candidates are contacted through attendance at any local job fairs/school career days that are scheduled, vacancy announcements are posted through local employment recruitment offices, and local hire authority is considered when appropriate.	Hard			
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVa6A**
 Servicewide Goal Identification number: **IVa6A**

NPS Servicewide Long-term Goal: IVa6A	Baseline Year 1992-96 Avg.	Target Year 2005
By September 30, 2005, the NPS lost time-injury rate will be at or below 4.49 per 200,000 labor hours worked		

Park/Program Long-term Goal: IVa6A
By September 30, 2005, the number of Lake Clark employee lost-time injuries is reduced from the 1992-96 five-year average of 5.63 to 4.49.
Park/Program Annual Goal: IVa6A
By September 30, 2004, the number of Lake Clark National Park and Preserve employee lost-time injuries/illness is reduced from the FY 1992 - FY 1996 baseline average of 5.63 to 4.7.

Performance Target This Year: 4.7		Indicator: Employee lost-time injury rate	Baseline No. 5.64	Desired Cond. Reduced	Unit Measure Incident rate	
FY03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Safety training for all employees	Ranger	Provide safety training for all park employees	Fink			
Use past accidents as examples to help prevent future accidents.	Ranger	As part of safety training, use past accidents as examples to help prevent future accidents	Fink			
Maintain trails	Maint	Routine mowing and trail maintenance	Button			
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVa6B**
 Servicewide Goal Identification number: **IVa6B**

NPS Servicewide Long-term Goal: IVa6B By September 30, 2005, the servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100 hours.	Baseline Year 1992-96 Avg.	Target Year 2005
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Park/Program Long-term Goal: IVa6B By September 30, 2005, the number of Lake Clark National Park and Preserve hours of Continuation of Pay will remain at 11.4.
Park/Program Annual Goal: IVa6B By September 30, 2004, the number of Lake Clark National Park and Preserve hours of Continuation of Pay will remain at 11.4.

Performance Target This Year: 11.4		Indicator: COP hours	Baseline No. 0	Desired Cond. Reduced	Unit Measure Hours	
FY03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Safety training parkwide	Ranger	Provide safety training to all employees.	Fink			
Identify duties that can be performed while employees are in a 'light duty' status.		Review and identify potential duties that can be performed while employees are in a 'light duty' status.	Fink			
Total Cost and FTE					0	-

ONPS
Totals
0

ONPS
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVa5**
 Servicewide Goal Identification number: **IVa5**

NPS Servicewide Long-term Goal: IVa5	Baseline Year 1997	Target Year 2005
By September 30, 2005, 50% of park employee housing units listed in poor or fair condition in 1997 assessments are rehabilitated to good condition, replaced, or removed.		

Park/Program Long-term Goal: IVa5
By September 30, 2005, the number of Lake Clark employee housing units listed in poor or fair condition is maintained at zero.
Park/Program Annual Goal: IVa5
By September 30, 2004, the number of Lake Clark employee housing units listed in poor or fair condition decline to 2.

Performance Target This Year: 2		Indicator: Classification	Baseline No. 12	Desired Cond. Good, replaced, or removed	Unit Measure No. housing units	
FY03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Planning and compliance is accomplished and contracting options are explored to upgrade 10 housing units in Port Alsworth.	Maint	Accomplish planning and compliance and explore contracting options to upgrade 10 housing units in Port Alsworth.	Button			
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0

FY04 Annual Performance Plan

Org. Goal Id No: **IVb1**
 Servicewide Goal Identification number: **IVb1**

NPS Servicewide Long-term Goal: IVb1	Baseline Year	Target Year
By September 30, 2005, increase by 44.7% the number of volunteer hours.	1997	2005

Park/Program Long-term Goal: IVb1
By September 30, 2005, the number of Lake Clark National Park and Preserve volunteer hours is increased by 22%.
Park/Program Annual Goal: IVb1
By September 30, 2004, the number of Lake Clark National Park and Preserve volunteer hours will be at least if not more than 4,750.

Performance Target This Year: 4,750		Indicator: Volunteer Hours	Baseline No. ?	Desired Cond. Increase	Unit Measure Hours	
FY 03 Annual Workplan						
Work Plan/Product Service	Division	Planned Output	Contact	Funding Category	Dollars (,000's)	FTE
Support park activities with volunteers	Interp	Recruit and hire volunteers	Wood/Caulfield	ONPS		
Increase VIP funding for Lake Clark	Interp	Write strong funding proposals for VIP funding	Wood/Caulfield	ONPS		
Total Cost and FTE					0	-

ONPS
Totals
0

FTE
Totals
0